



UNIVERSITY OF GUAM CITIZEN-CENTRIC REPORT

FISCAL YEAR 2025 (October 2024 to September 2025)



ABOUT THE UNIVERSITY OF GUAM

The University of Guam (UOG) was established in 1952 as the Territorial College of Guam. It officially became the University of Guam in 1968 through Public Law 9-233. UOG became a land-grant university in 1972 and gained administrative autonomy as a nonprofit public corporation in 1976 through the enactment of "The Higher Education Act of 1976." In 2022, UOG achieved Sea Grant Institutional Program status, making it both a Land Grant and Sea Grant institution.

UOG is accredited by the WASC Senior College and University Commission (WSCUC) and offers baccalaureate, master's, and doctoral degree programs. Through its mission of instruction, research, and community outreach, UOG continues to impact the quality of life of Pacific Island societies, including students from various ethnicities, who will become the region's next generation of leaders.

In FY2024/25, U.S. News & World Report ranked UOG for the fourth year in a row as:



- One of the "Best Regional Universities" in the West
- A "Top Public School" in the West
- One of the "Best Undergraduate Engineering Programs"
- Carnegie Classification as a "Designated Research College and University"

EMPLOYEE PROFILE

181
FULL-TIME FACULTY

365
FULL-TIME STAFF

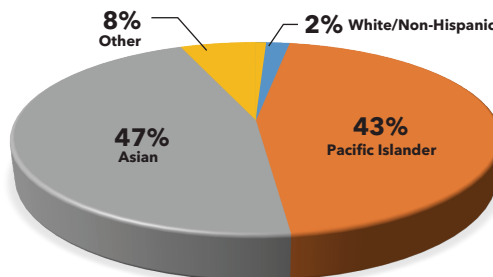
468
PART-TIME
FACULTY AND STAFF

40
ADMINISTRATORS

1,054
TOTAL EMPLOYEES

STUDENT DEMOGRAPHICS ETHNICITY

Fanuchānan (Fall 2025)



Ethnicity	Count
Asian	1,355
Pacific Islander	1,219
Other	222
White/Non-Hispanic	66

GENDER

Gender	Count	Percentage
FEMALE	1,692	59%
MALE	1,170	41%

RESIDENTS **2,825** NON-RESIDENTS **37**

SOURCE: UOG 2025 Fanuchānan (Fall) Student and Course Enrollment Report

2,862 TOTAL STUDENTS

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MISSION STATEMENT

INA, DESKUBRE, SETBE

To Enlighten, To Discover, To Serve

The University of Guam unites island wisdom with universal sources of enlightenment to support exceptional education, discovery, and service that respect and benefit local, regional, and global communities.

VISION

Transforming Lives, Advancing Communities

EXECUTIVES

Anita Borja Enriquez, DBA
President

Sharleen Santos-Bamba, Ph.D.
Senior Vice President and Provost

Artemio "Ricky" Hernandez, Ph.D.
Vice President of Administration and Finance
Chief Business Officer

BOARD OF REGENTS

as of June 2026

Mike Naholowaa
Chairperson

Janice P. Malilay, DDS
Vice Chairperson

Christopher Duenas
Treasurer

Joanna T. Chun
Regent

Edward F. Ulloa
Regent

Marcos W. Fong
Regent

James Robert Kelley
Regent

Devin Calvo Santos
Student Regent

Anita Borja Enriquez, DBA
Executive Secretary

<https://url.uog.edu/bor>



For more information,
visit our website at
www.uog.edu.

INSTITUTIONAL AND ACADEMIC PERFORMANCE

ACADEMIC PROFILE

- Open admissions
- Semester-based
- The only Land-Grant and Sea-Grant institution in the Western Pacific
- 1 doctoral degree
- 16 master's degrees
- 25 bachelor's degrees
- First-year retention rate of 77%
- Online-ready courses
- In FY25, UOG's class formats remain in-person, hybrid, and online to accommodate all students.

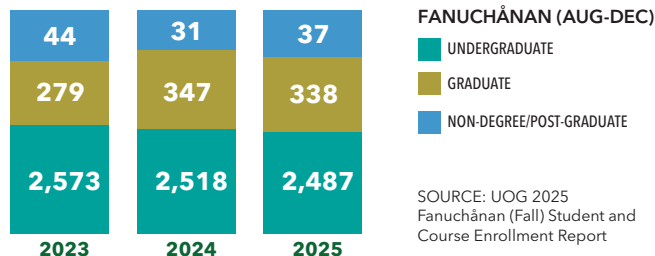
STATEMENT OF ACCREDITATIONS

The University of Guam is accredited by the Western Association of Schools and Colleges Senior College and University Commission (WSCUC). Specific program accreditation is recognized by:

- Accreditation Commission for Education in Nursing, Inc. (ACEN)
- International Accreditation Council for Business Education (IACBE)
- Network of Schools of Public Policy, Affairs, and Administration (NASPAA)
- Association for Advancing Quality in Educator Preparation (AAQEP)
- Council on Social Work Education (CSWE)

U.S. Accreditation by:
WASC Senior College and University Commission

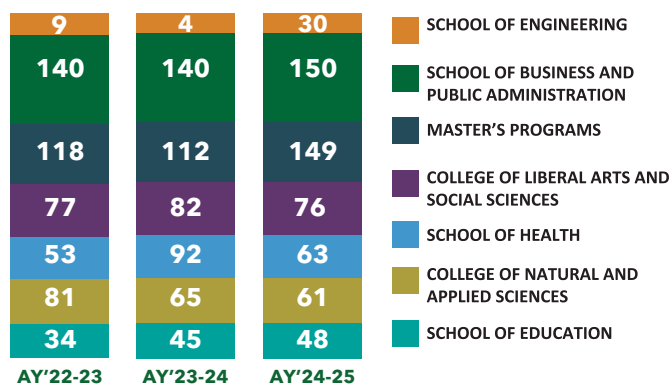
ENROLLMENT BY DEGREE LEVEL



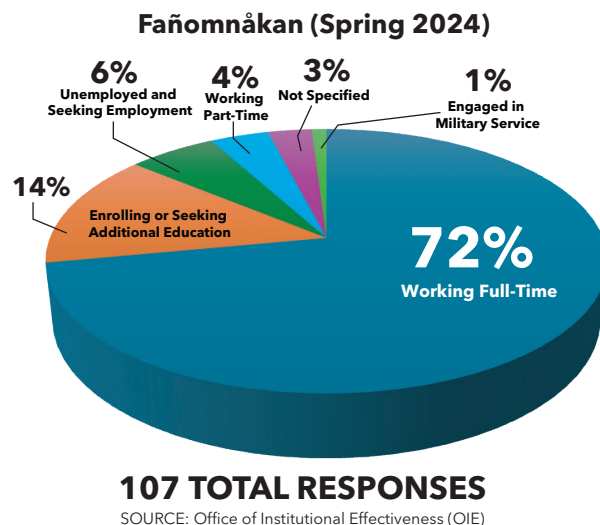
GRADUATES IN ACADEMIC YEAR 2024-2025



DEGREES CONFERRED BY ACADEMIC YEAR



ALUMNI 12-MONTH POST-GRADUATION SURVEY



The University of Guam proudly celebrated the first graduating class of the Master of Library and Information Science (MLIS) program at the Fanuchānan (Fall) 2025 Commencement.

Launched to meet the growing need for information professionals in Guam and Micronesia, this pioneering cohort is ready to preserve Pacific knowledge, strengthen libraries, and bring local wisdom into the digital age.

As the first MLIS graduates of UOG, they carry forward a commitment to knowledge, community, and service—embracing the University of Guam's mission to serve the public by sharing their expertise, preserving our heritage, and empowering communities through access to information.



WE WANT TO HEAR FROM YOU!

Do you believe this report should include any other information?

Please contact Abigail Martin, Comptroller, at martinarp@triton.uog.edu.

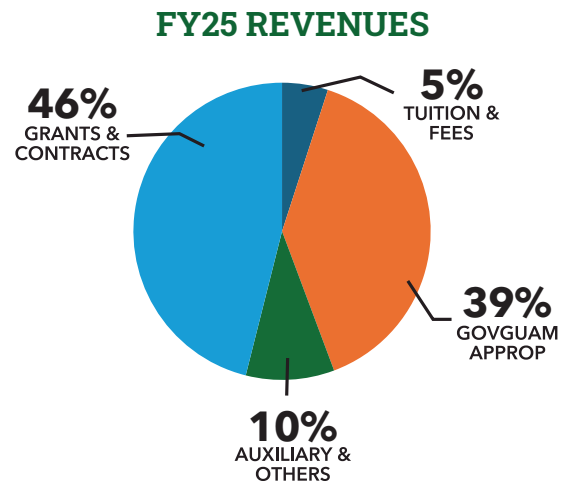
FINANCIAL PERFORMANCE

COMPARATIVE REVENUES (IN \$1,000)

In FY2025, university-generated revenues totaled \$80.1 million, or 58% of the University's total revenue of \$137.6 million, while the Government of Guam allotment contributed \$54.1 million, or 39%. Net tuition and fees totaled \$6.9 million, with the change reflecting University-funded financial aid and scholarships that help reduce students' out-of-pocket costs. The University received a one-time \$5.7 million supplemental appropriation under Guam Public Law 38-8 for repairs, maintenance, capital improvements, and accreditation priorities.

	FY23	FY24 Restated	FY25	% Change
Tuition and Fees, Net	\$10,254	\$11,380	\$6,870	-40%
Grants and Contracts	\$53,967	\$59,881	\$63,379	6%
Auxiliary and Others	\$7,867	\$7,175	\$9,920	38%
Total Generated Revenues	\$72,088	\$78,436	\$80,169	2%
GovGuam Appropriations	\$38,083	\$43,871	\$54,080	23%
Others	\$2,683	\$7,125	\$3,324	-53%
Total Revenues	\$112,854	\$129,432	\$137,573	6%

Grant activity remained strong, supported by the \$20 million National Science Foundation EPSCoR grant, the \$10 million U.S. Department of Agriculture NextGen grant, and new NSF EPSCoR CORE and E-RISE II awards received in 2025. Grant-funded activity also reflected continued investment in four major campus construction projects. Auxiliary and other revenues increased, primarily due to typhoon-related insurance proceeds.

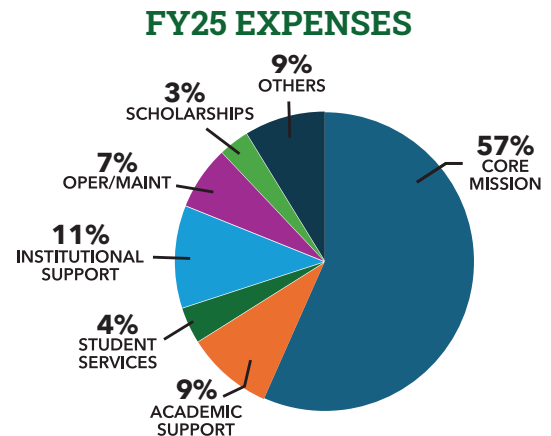


COMPARATIVE EXPENSES (IN \$1,000)

The decrease in expenses was primarily due to reductions in operational and maintenance costs, including utilities, repairs, and supplies, along with changes in several other areas. Of the \$125 million in total expenses in FY2025, \$70.8 million, or 57%, was directly allocated to the University's core mission of instruction, public service, and research.

In FY2025, the University transferred the Guam Cultural Repository (GCR) to the Department of Chamorro Affairs following the completion of its three-year operating period, which ended in September 2025. The University also recognized \$3.9 million in employee leave expenses under a new accounting standard, resulting in the restatement of FY2024 financials.

	FY23	FY24 Restated	FY25	% Change
Core Mission	\$61,500	\$75,581	\$70,802	-6%
Academic Support	\$11,645	\$12,931	\$11,785	-9%
Student Services	\$4,401	\$4,442	\$4,897	10%
Institutional Support	\$12,929	\$12,581	\$13,863	13%
Operations and Maintenance	\$11,816	\$11,664	\$8,600	-26%
Scholarship	\$6,554	\$5,769	\$4,104	-29%
Others	\$11,533	\$11,507	\$10,951	-5%
Total Expenses	\$120,378	\$134,145	\$125,002	-7%



Ernst & Young, an independent auditor, issued an unmodified opinion for both the Financial and Compliance audit reports for Fiscal Year 2025. Complete reports have been posted at:

https://url.uog.edu/FY25_Financial_Reports

LOOKING FORWARD



The University of Guam has launched its strategic plan, Tulos Mo'na, centered on the guiding theme of "propelling forward together in unison." This plan is built around four key pillars: student success, employee engagement, community impact, and the financial sustainability and growth of the island. Under the leadership of President Anita Borja Enriquez, UOG is firmly positioning itself as a modern, mission-driven institution—advancing infrastructure, strengthening academic programs, and deepening its connection with the community.

STRATEGIC PILLAR 1

Ensuring that every student receives a guided voyage to their destination.

STRATEGIC PILLAR 2

Position UOG as a trusted source for quality programs, research, service and extension.

STRATEGIC PILLAR 3

Enrich the Employee Experience through *Inadahi yan Inagofli'e*.

STRATEGIC PILLAR 4

Optimize UOG's Financial Health and Sustainable Growth.

WELCOME TO OUR NEW VPAF/CBO



Artemio "Ricky" Hernandez, Ph.D., CGFM, CPPO, AIF was selected as the University of Guam's new Vice President, Administration and Finance and Chief Business Officer effective January 12, 2026. He continues to serve on the Research Corporation of UOG Board of Directors as Treasurer. As a UOG alumnus and Adjunct Faculty, Dr. Hernandez has described his appointment as an opportunity to give back to the institution that has given him so much.

OUR CHALLENGES

The University faces several challenges:

- **One Big Beautiful Bill Act:** The University of Guam's students may face impacts to their federal student aid due to the changes to the Act. Revisions to federal financial aid policies could have a greater effect on student enrollment, college affordability, and degree completion compared to other educational institutions.
- **Financial Pressures:** The University relies heavily on federal grant, local, and tuition revenues to support its operations. However, given the federal and local financial pressures outside of the University's control, the University continues to find creative solutions to balance revenues and expenses to ensure operational continuity and the achievement of long-term strategic initiatives.
- **Enrollment & Retention** are among the most significant strategic challenges facing the University because they directly affect tuition revenue, workforce development, and the University's long-term sustainability. UOG can improve enrollment, increase student retention, and strengthen its long-term sustainability by combining sound financial management with targeted recruitment, affordable education, strong student support, and programs aligned with Guam's workforce needs.



The **Dr. Lucio C. Tan Student Success Center** provides a One-Stop location of services to students in providing academic support, career development, financial aid, counseling, and a student hub with dining and collaboration spaces.



School of Engineering Building

The University of Guam is expanding its School of Engineering with the launch of a new Bachelor of Science in Construction Management degree program to commence in Fall 2026. UOG is also planning to launch a Bachelor of Science in Electrical Engineering in Fall 2027, increasing educational and career pathways for future engineers on the island.



Margaret Perez Hattori-Uchima School of Health Nursing Hub

The additional space will support hands-on learning, simulation training, and collaborative instruction designed to meet the growing demand for healthcare professionals on Guam and throughout the region.



Water & Environmental Research Institute (WERI) of the Western Pacific

WERI's vision is to remain the acknowledged local and regional source of choice for scientific and technical advice on water resource exploration, development, and management; and a nationally-ranked and internationally recognized center of excellence for research in its strategic specialties.

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